



AUSTRALIAN BUREAU OF STATISTICS

CANBERRA

CATALOGUE NO. 6332.0

EMBARGOED UNTIL 11.30 A.M. 26 OCTOBER 1984

EMPLOYMENT BENEFITS, AUSTRALIA, AUGUST 1984 PRELIMINARY

PHONE INQUIRIES	<i>for more information about these statistics—contact Mr Geoff Winter on Canberra (062) 52 6661 or any of our State offices.</i>
	<i>other inquiries including copies of publications—contact Information Services on Canberra (062) 52 6627 or in any of our State offices.</i>
MAIL INQUIRIES	<i>write to Information Services, ABS, P.O. Box 10, Belconnen, A.C.T. 2616 or any of our State offices.</i>

MAIN FEATURES

Note: Survey estimates are subject to sampling variability, as explained in paragraph 36.

Of the estimated 5,358,200 employees in August 1984, 82.8 per cent were provided with annual leave, 82.5 per cent were provided with sick leave and 66.7 per cent with long-service leave by their current employers. The inclusion of these three additional benefits to the survey in 1984 (see paragraph 5) largely explains the difference between the 89.6 per cent of employees receiving some kind of employment benefit in August 1984 and the 57.9 per cent who received a benefit in August 1983.

Between August 1983 and August 1984 there was a general trend towards more benefits being received by employees. This was most marked for goods and services benefits (received by 21.4 per cent of employees in 1984 compared with 17.6 per cent in 1983) and telephone benefits (9.3 per cent in 1984 compared with 8.6 per cent in 1983).

The most common benefits received other than leave provisions were superannuation fund membership (44.1 per cent of beneficiaries) and free or discounted goods and services (23.9 per cent).

EXPLANATORY NOTES

Introduction

In association with the August 1984 labour force survey conducted throughout Australia, employed wage and salary earners ('employees') were asked about a range of employment benefits provided to them by employers.

2. During the two weeks beginning Monday 6 August 1984, specially trained interviewers asked the questions of those of the 72,000 respondents in the August labour force survey who fell within the scope of this survey.

3. This publication contains only a summary of results of the survey. Estimates shown are preliminary and may be revised. Further information which will be published as soon as possible is available on request. Results of a similar survey, conducted in August 1983, have been published in *Employment Benefits, Australia, August 1983* (6334.0), although information on sick leave, annual leave and long-service leave provided to employees was collected for the first time in the 1984 survey. Results of an earlier survey have been published in *Employment Benefits, Australia, February to May 1979* (6334.0).

Scope

4. This supplementary survey to the labour force survey included all civilians aged fifteen years and over who were employees in their main job except:

- (a) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (b) overseas residents in Australia;
- (c) dependants of non-Australian defence forces personnel stationed in Australia;
- (d) students boarding at school, persons permanently unable to work, some patients in hospitals and sanatoria and inmates of jails, reformatories etc.
- (e) persons on workers' compensation.

Definitions

5. The *employment benefits* included in the survey are a selection of concessions, allowances or other privileges received by or provided to employees in their main job in addition to wages or salary. The definitions of the particular benefits which were included in the survey are given in paragraphs 10 to 27. Some benefits which were not included in the survey are certain allowances received in accordance with award provisions (e.g. safety clothing); maternity and paternity leave; and cash payments in the nature of wages or salary, over-award payments, bonuses or payments in lieu of leave. The survey was expanded in 1984 to cover three benefits not previously included—sick leave, annual leave and long-service leave; otherwise the information collected and the methodology used were the same as for the 1983 survey.

6. All benefits covered by this survey were received or provided while the employee was working for the current employer.

7. Most of the benefits were being received by the employee at the time of the survey, with two exceptions:

- (a) in the case of four particular benefits—holiday expenses (paragraph 10), low interest finance (paragraph 11), goods and services (paragraph 12), shares (paragraph 21)—the benefits had been taken up *at some time* while the employee had been working for the current employer.

(b) in the cases of sick leave (paragraph 25), annual leave (paragraph 26) and long-service leave (paragraph 27), the provision of rather than the receipt of the particular type of leave to the employee is defined as an employment benefit.

8. Not all benefits came directly from the current employer. Some benefits received by or provided to employees from other sources as a result of their employment in a particular occupation or industry have been included in the tables (e.g. a concession air fare granted by an airline to a travel agency employee; long-service leave granted by an industry to an employee in that industry).

9. For those benefits defined in paragraphs 10 to 24, the mere availability of an entitlement to the benefit was not sufficient reason for inclusion in the estimates in this publication; only those that were used or taken up were counted. For those benefits defined in paragraphs 25 to 27 estimates in this publication refer to the provision of leave, regardless of whether this leave had actually been used.

10. *Holiday expenses:* Any free or discounted holiday or holiday travel expenses paid for or subsidised as a result of a person's employment at the time of the survey.

11. *Low interest finance:* Finance provided by the employer at a low interest rate. In cases where the employer was an institution which provided loans to persons other than its own employees, e.g. banks, a benefit was recorded only if the loan was at a lower rate of interest than the lender's usual rate for the particular purpose for which the loan was made. While loans made by lending institutions to non-employee members were not included under this definition, it is nevertheless known that some respondents reported, as low interest finance, loans provided by institutions whose borrowers were restricted to employees of certain other organisations (e.g. some credit unions set up by companies, public service, etc.).

12. *Goods and services:* Goods and services (not included under other headings) provided free or at a discounted price to an employee, e.g. a motor vehicle supplied at a discount price to an employee of a car manufacturer.

13. *Housing:* Assistance in the provision of, or subsidisation of the costs of, accommodation used as a residence by a person or his family. It included the provision to an employee, as an employee entitlement, of a residence owned by the employer, payment or subsidisation of rent or board, provision of a housing allowance and payment or subsidisation of water, sewerage or general rates payable to local government authorities.

14. *Electricity:* Payment or subsidisation by a person's employer of household fuel and/or power expenses, including electricity, gas, oil and firewood.

15. *Telephone:* Payment or subsidisation, by the employer, of private telephone charges.

16. *Transport:* Assistance with *day-to-day* travelling for *private purposes* by the provision of a vehicle or by other means, e.g. travelling allowance, excluding payment

or subsidisation of the cost of travel to and from work. This type of emolument when used for less frequent purposes, e.g. holidays, was classified as another type of benefit e.g. holiday expenses.

17. *Medical:* Payment or subsidisation by the employer, of an employee's medical and/or hospital expenses, etc. and/or benefits fund contributions. Deduction from the employee's wages or salary, where the employee paid the full contribution, was not considered to be a benefit.

18. *Union dues:* Payment or subsidisation by the employer of the employee's union membership dues or professional association membership fees. Deduction from the employee's wages or salary, where the employee paid the full amount, was not considered to be a benefit.

19. *Club fees:* Payment or subsidisation of the employee's membership fee for a club or society (not being a union or professional association) of which he/she was a member. Deduction from the employee's wages or salary, where the employee paid the full amount, was not considered to be a benefit.

20. *Entertainment allowance:* Regular provision of an amount for entertainment or hospitality expenses, or the reimbursement of expenses regularly incurred for entertainment or hospitality purposes.

21. *Shares, etc:* Receipt or provision of shares, rights or options in the employer's business as an employee entitlement.

22. *Study leave:* Time off granted by the employer for attendance at classes during working hours, provided that the course being studied was not undertaken as a condition of employment. Thus apprentices, etc. attending college were not considered to be receiving a benefit, but other students were, even if they lost pay while on study leave or had to make up all of the time they were absent during working hours.

23. *Superannuation:* Membership of a superannuation or retirement benefits scheme, but only if the scheme was arranged or provided by the person's current employer and even if the employer did not contribute to the fund.

24. *Children's education expenses:* Payment in full or in part by the employer of any expense incurred in the education of an employee's child(ren), e.g. tuition fees, books.

25. *Sick leave:* Provision by employers of paid sick leave, as collected by responses to the question 'Does your employer provide you with paid sick leave?'

26. *Annual leave:* Provision by employers of paid holiday leave, as collected by responses to the question 'Does your employer provide you with paid holiday leave?'

27. *Long-service leave:* Provision by employers or industries of long-service leave to *any* employee, as collected by responses to the question 'Does your employer or industry provide long-service leave?'

28. Persons are classified as *married* if they were reported as being married (including de facto) and their spouse was a usual resident of the household at the time

of the survey. The *not-married* category includes persons who have never married, or are separated, widowed or divorced, as well as those who, although reported as being married, did not have a spouse who usually lived in the household. For effects on estimates of marital status, see paragraph 35.

29. *Weekly earnings* referred to the amount of 'last total pay' prior to the interview (i.e. before taxation and other deductions had been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave, etc.

30. The *main job* was defined as the job in which most hours were worked during the survey week (i.e. the week before the interview week). A person who held more than one job was classified to the industry of their main job.

31. Further definitions of labour force and demographic classifications appearing in this publication are given in *The Labour Force, Australia* (6203.0).

Population benchmarks

32. Following the change in official population estimates to a place of usual residence basis after the 1981 Census, the population benchmarks used in this survey are compiled according to place of usual residence. For an explanation of the new conceptual basis of population estimates see *The Labour Force, Australia* (6203.0).

33. The change from 1976 Population Census based benchmarks to 1981 Population Census based benchmarks had had little effect on the movement in the estimates between the August 1983 and August 1984 surveys.

Discontinuities in the series

34. The scope of a previous survey conducted in February to May 1979 was restricted to employees who usually worked 20 hours or more per week. In addition, for the 1979 survey respondents were interviewed personally whereas for the August 1983 and August 1984 surveys respondents were either interviewed personally or another adult member of the household responded on their behalf. The methodology adopted for the August 1983 and August 1984 surveys may have resulted in the non-reporting of particular benefits compared with the 1979 survey.

35. Paragraph 28 outlines the definition of marital status now used in this survey. Consequently, estimates of marital status contained in this publication are not comparable with estimates published for this survey in previous years, which classified as married all respondents who reported that they were married or separated.

Reliability of the estimates

36. Estimates in this publication are subject to two sources of error:

(a) *sampling error*: since the estimates are based on information obtained from occupants of a sample of dwellings they are subject to sampling variability; that is they may differ from the figures that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the *standard error*. More information about this topic will be found in *The Labour Force, Australia* (6203.0). A table of estimated standard errors for this survey follows these notes. Estimates with a standard error of more than about 27 per cent have not been shown in this publication, as the degree of sampling variability would seriously detract from their value for most reasonable uses. Although figures for these small components can, in some cases, be derived by subtraction they should not be regarded as reliable.

(b) *non-sampling error*: inaccuracies may occur because of imperfections in reporting by interviewers and respondents and errors made in the coding and processing of data. These inaccuracies may occur in any enumeration, whether it be a full count or sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

Related publications

37. Other ABS publications which may be of interest include:

The Labour Force, Australia (6203.0)—issued monthly
Working Conditions, Australia, February to May 1979 (6335.0)

Alternative Working Arrangements, Australia, March to May 1982 (6341.0)

Annual and Long-Service Leave, Australia, May 1979 (6317.0)

Annual and Long-Service Leave Taken, Australia, May 1983 to April 1984, Preliminary (6331.0)

38. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Symbols and other usages

- * subject to sampling variability too high for most practical uses. See paragraph 36 above.
- .. not applicable

39. Because figures have been rounded, discrepancies may occur between sums of the component items and totals.

R. J. CAMERON
Australian Statistician

STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)	Approximate standard error of estimates		Size of estimate (persons)	Approximate standard error of estimates	
	Persons	Per cent of estimate		Persons	Per cent of estimate
3,000	800	26.7	50,000	2,900	5.8
4,000	920	23.0	100,000	3,900	3.9
5,000	1,000	20.0	500,000	7,200	1.4
10,000	1,400	14.0	1,000,000	9,100	0.9
20,000	2,000	10.0	5,000,000	15,000	0.3

TABLE 1. ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED AND FULL-TIME OR PART-TIME STATUS, AUGUST 1983 AND AUGUST 1984

	August 1983				August 1984			
	Full-time ('000)	Part-time ('000)	Total ('000)	Proportion of total (per cent)	Full-time ('000)	Part-time ('000)	Total ('000)	Proportion of total (per cent)
Total employees	4,329.2	858.7	5,187.9	100.0	4,443.4	914.7	5,358.2	100.0
No benefits	1,570.5	614.5	2,184.9	42.1	151.2	406.6	557.8	10.4
One or more benefits	2,758.8	244.2	3,003.0	57.9	4,292.2	508.1	4,800.3	89.6
Holiday expenses	174.8	7.2	181.9	3.5	197.0	11.2	208.2	3.9
Low-interest finance	130.5	*	133.5	2.6	142.4	5.1	147.5	2.8
Goods and services	778.3	135.7	913.9	17.6	968.0	178.8	1,146.8	21.4
Housing	193.9	11.7	205.6	4.0	209.9	11.5	221.4	4.1
Electricity	111.8	12.3	124.2	2.4	118.1	12.9	131.0	2.4
Telephone	401.2	42.8	444.0	8.6	457.0	39.3	496.3	9.3
Transport	403.4	33.3	436.7	8.4	438.8	29.7	468.5	8.7
Medical	164.6	8.2	172.8	3.3	183.0	8.9	191.9	3.6
Union dues	102.0	5.3	107.3	2.1	128.6	6.5	135.1	2.5
Club fees	79.8	4.4	84.1	1.6	92.9	3.7	96.6	1.8
Entertainment allowance	222.3	7.9	230.2	4.4	264.1	7.7	271.8	5.1
Shares	74.1	9.3	83.4	1.6	81.4	6.0	87.4	1.6
Study leave	79.2	9.3	88.5	1.7	87.0	10.1	97.1	1.8
Superannuation	2,000.7	68.2	2,068.9	39.9	2,049.3	68.2	2,117.5	39.5
Children's education expenses	14.3	*	16.8	0.3	15.7	*	18.1	0.3
Sick leave	(a)	(a)	(a)	(a)	4,122.1	296.9	4,419.0	82.5
Annual leave	(a)	(a)	(a)	(a)	4,142.3	295.6	4,437.9	82.8
Long-service leave (b)	(a)	(a)	(a)	(a)	3,356.4	219.0	3,575.4	66.7

(a) Collected for the first time in 1984. (b) Excludes persons who 'did not know' whether they were provided with long-service leave.

TABLE 2. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED, INDUSTRY AND WHETHER PRIVATE OR GOVERNMENT SECTOR, AUGUST 1984 ('000)

	<i>Agriculture, forestry and fishing</i>	Mining	Manufacturing	Electricity, gas and water	Construction	<i>Wholesale and retail trade</i>	<i>Transport and storage</i>	
Total employees	122.1	90.9	1,066.6	146.5	266.2	1,022.7	283.2	
No benefits	25.4	*	49.8	*	28.4	144.4	17.8	
One or more benefits	96.7	88.4	1,016.8	145.2	237.9	878.3	265.4	
Holiday expenses	*	11.9	21.9	*	3.2	19.8	88.8	
Low-interest finance	*	3.8	15.1	4.3	*	7.9	5.9	
Goods and services	37.0	19.9	280.4	24.3	35.0	442.6	60.1	
Housing	42.1	26.1	48.8	7.1	10.9	21.2	9.0	
Electricity	31.7	16.3	5.7	5.4	11.5	18.1	5.3	
Telephone	33.9	10.0	81.0	15.9	44.0	104.2	28.7	
Transport	18.0	4.9	92.6	*	45.0	151.7	28.5	
Medical	7.0	15.4	36.9	*	5.4	30.0	4.0	
Union dues	*	*	24.8	*	14.3	21.0	11.7	
Club fees	3.5	*	14.7	*	3.6	24.0	4.6	
Entertainment allowance	3.7	*	52.8	*	18.7	78.1	10.5	
Shares	3.5	*	22.4	*	8.8	24.4	3.4	
Study leave	*	*	11.1	4.8	3.1	11.1	3.6	
Superannuation	17.2	67.2	443.0	109.8	74.3	246.9	144.1	
Children's education expenses	*	*	*	*	*	*	*	
Sick leave	74.2	86.6	976.5	144.8	206.4	747.8	252.4	
Annual leave	75.1	87.1	988.9	145.2	210.2	745.5	256.0	
Long-service leave (a)	35.1	80.4	800.1	140.6	151.0	512.7	230.0	

	Communication	Finance, etc.	Public admin. and defence	Community services	Recreation, etc.	Total	Private	Government
Total employees	128.8	516.7	316.3	1,076.8	321.2	5,358.2	3,682.1	1,676.0
No benefits	*	44.7	15.9	132.5	92.6	557.8	467.3	90.5
One or more benefits	126.3	472.0	300.4	944.3	228.5	4,800.3	3,214.9	1,585.5
Holiday expenses	3.6	28.0	7.0	13.9	6.7	208.2	101.2	107.0
Low-interest finance	*	85.8	4.0	15.3	*	147.5	95.3	52.3
Goods and services	8.3	72.0	10.7	72.3	84.2	1,146.8	993.2	153.6
Housing	*	26.5	10.0	39.5	11.2	221.4	160.7	60.7
Electricity	*	12.6	*	12.1	9.1	131.0	116.4	14.6
Telephone	11.5	76.9	18.7	47.3	24.2	496.3	416.0	80.3
Transport	*	68.8	8.0	26.3	21.2	468.5	434.6	33.8
Medical	*	63.7	*	24.0	3.5	191.9	153.8	38.1
Union dues	*	35.7	*	12.9	7.1	135.1	118.2	16.9
Club fees	*	31.6	*	5.4	5.5	96.6	88.9	7.7
Entertainment allowance	*	69.7	*	13.7	18.4	271.8	256.8	15.0
Shares	*	16.9	*	*	4.2	87.4	86.7	*
Study leave	3.0	9.8	13.6	29.2	4.6	97.1	47.3	49.8
Superannuation	108.5	218.8	231.2	416.0	40.5	2,117.5	1,089.6	1,027.9
Children's education expenses	*	*	*	6.5	*	18.1	16.1	*
Sick leave	124.6	437.6	295.4	890.6	182.3	4,419.0	2,870.8	1,548.2
Annual leave	125.5	441.9	292.8	889.2	180.6	4,437.9	2,895.0	1,542.9
Long-service leave (a)	120.4	343.9	280.1	776.1	105.0	3,575.4	2,100.5	1,474.9

(a) Excludes persons who 'did not know' whether they were provided with long-service leave.

**TABLE 3. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS(a) IN MAIN JOB,
AUGUST 1984
(`000)**

	<i>Weekly earnings (a) in main job (\$)</i>						
	<i>Under 120</i>	<i>120 and under 160</i>	<i>160 and under 200</i>	<i>200 and under 240</i>	<i>240 and under 280</i>	<i>280 and under 320</i>	<i>320 and under 360</i>
Total employees	582.7	337.7	356.2	533.7	734.1	714.7	543.3
No benefits	295.2	70.1	43.3	38.8	31.6	26.8	14.5
One or more benefits	287.5	267.6	312.9	494.9	702.6	687.9	528.8
Holiday expenses	5.6	4.1	6.3	17.0	23.8	27.7	26.4
Low-interest finance	*	3.1	*	8.6	15.1	19.2	18.4
Goods and services	119.1	79.1	85.4	115.0	173.9	159.3	119.9
Housing	22.9	10.3	10.0	21.1	20.3	21.6	17.2
Electricity	21.4	7.8	7.6	15.9	12.2	9.9	11.6
Telephone	37.3	15.9	15.2	32.5	32.3	45.3	43.9
Transport	27.9	10.5	12.6	28.4	40.9	54.8	53.5
Medical	12.1	5.4	8.5	14.0	16.5	23.0	20.7
Union dues	6.8	3.8	4.0	10.8	10.8	12.0	14.8
Club fees	5.8	*	*	4.0	4.3	8.2	8.9
Entertainment allowance	9.4	4.2	6.5	10.8	16.0	21.7	25.1
Shares	5.0	*	*	7.1	7.4	7.3	9.3
Study leave	6.3	3.1	4.5	5.0	7.7	12.2	12.1
Superannuation	21.2	38.2	71.2	135.0	254.9	320.3	267.9
Children's education expenses	*	3.9	*	3.8	*	*	*
Sick leave	139.4	222.3	274.5	456.8	669.9	668.9	513.8
Annual leave	138.9	222.4	279.9	461.5	672.5	669.3	515.6
Long-service leave (b)	74.5	131.9	188.5	318.8	523.2	558.5	435.5
<i>Weekly earnings (a) in main job (\$)</i>							
	<i>360 and under 400</i>	<i>400 and under 440</i>	<i>440 and under 480</i>	<i>480 and under 520</i>	<i>520 and under 560</i>	<i>560 and under 600</i>	<i>600 and over</i>
Total employees	379.6	297.5	200.1	207.7	136.7	123.2	210.8
No benefits	8.4	6.5	5.2	4.4	3.1	*	8.2
One or more benefits	371.2	291.1	195.0	203.3	133.7	121.3	202.6
Holiday expenses	21.2	12.9	12.8	12.8	8.9	9.5	19.3
Low-interest finance	15.1	11.9	8.8	10.1	7.7	8.2	17.6
Goods and services	79.8	55.6	35.3	38.7	24.1	21.2	40.4
Housing	13.9	12.8	11.4	15.2	12.1	11.1	21.5
Electricity	8.3	6.8	3.0	7.4	4.4	4.9	9.8
Telephone	40.9	42.6	31.5	40.9	25.7	28.5	63.8
Transport	48.7	41.2	23.3	33.9	21.8	25.0	45.8
Medical	15.2	12.1	10.2	12.2	12.1	7.4	22.5
Union dues	11.6	9.7	9.1	8.4	8.8	6.1	18.5
Club fees	8.7	8.3	5.9	7.5	6.9	7.3	9.6
Entertainment allowance	27.1	28.4	17.8	27.4	20.3	18.2	271.8
Shares	8.8	8.9	5.0	5.0	4.8	4.5	10.3
Study leave	9.9	9.6	6.1	7.5	4.8	3.8	4.4
Superannuation	212.0	179.8	130.8	143.6	96.5	93.1	153.1
Children's education expenses	*	*	*	*	3.4	*	18.1
Sick leave	362.8	282.1	188.9	198.9	129.2	117.1	194.5
Annual leave	363.2	282.1	189.8	200.4	130.7	116.8	194.7
Long-service leave (b)	322.6	250.8	176.0	186.0	123.3	108.2	177.5

(a) Refers to weekly earnings from last pay. (b) Excludes persons who 'did not know' whether they were provided with long-service leave.

**TABLE 4. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND AGE, AUGUST 1984
(`000)**

	<i>Males</i>				<i>Females</i>			
	<i>15-24</i>	<i>25-44</i>	<i>45 and over</i>	<i>Total</i>	<i>15-24</i>	<i>25-44</i>	<i>45 and over</i>	<i>Total</i>
Total employees	745.7	1,681.4	813.3	3,240.4	686.1	1,032.3	399.3	2,117.8
No benefits	89.3	67.2	33.2	189.7	109.9	186.5	71.7	368.1
One or more benefits	656.4	1,614.2	780.1	3,050.7	576.2	845.8	327.6	1,749.6
Holiday expenses	17.4	93.3	43.2	153.9	22.6	25.3	6.5	54.3
Low-interest finance	13.3	76.3	24.1	113.6	12.6	19.4	*	33.9
Goods and services	180.8	364.8	146.0	691.6	191.3	198.1	65.8	455.2
Housing	27.8	117.5	45.9	191.2	7.5	16.4	6.2	30.2
Electricity	16.4	59.0	28.1	103.5	5.1	16.6	5.7	27.5
Telephone	20.4	254.9	145.9	421.2	5.2	48.6	21.3	75.1
Transport	31.9	248.3	119.5	399.7	6.1	46.7	16.0	68.7
Medical	21.5	84.4	31.3	137.2	21.0	26.3	7.4	54.7
Union dues	12.6	72.7	26.4	111.7	5.0	14.8	3.6	23.4
Club fees	6.0	49.8	28.0	83.8	3.0	7.7	*	12.8
Entertainment allowance	9.0	158.8	72.2	240.1	*	23.8	5.3	31.7
Shares	3.2	41.3	24.9	69.5	*	10.5	5.8	17.9
Study leave	20.1	42.7	3.2	66.0	11.0	17.2	*	31.1
Superannuation	159.5	932.0	502.3	1,593.9	128.9	281.6	113.1	523.6
Children's education expenses	*	8.0	4.1	12.9	*	3.7	*	5.3
Sick leave	609.3	1,541.1	743.8	2,894.2	510.0	732.4	282.4	1,524.8
Annual leave	612.1	1,551.1	747.9	2,911.1	508.0	732.4	286.4	1,526.8
Long-service leave (a)	425.2	1,303.3	663.8	2,392.3	364.1	580.8	238.2	1,183.1

(a) Excludes persons who 'did not know' whether they were provided with long-service leave.

TABLE 5. PERSONS WHO RECEIVED TWO OR MORE BENEFITS : PAIRS OF BENEFITS(a) RECEIVED, AUGUST 1984
("000)

	Holi-day expenses	Low-interest finance	Goods and services	Housing	Elect-ricity	Tele-phone	Trans-port	Medical	Union dues	Club fees	Enter-tain-ment allow-ance	Shares	Study leave	Super-annu-ation	Chil-dren's educa-tion expenses	Sick leave	Annual leave	Long-service leave(b)
Holiday expenses	..	23.0	75.2	22.8	17.8	29.1	38.2	17.8	13.0	9.5	24.5	7.2	4.2	140.8	*	200.7	200.9	186.7
Low-interest finance	23.0	..	48.5	18.2	3.5	35.2	24.5	45.0	11.4	20.3	30.6	12.1	5.3	122.3	*	145.0	146.4	139.9
Goods and services	75.2	48.5	..	64.8	48.7	133.0	150.3	62.9	39.7	36.3	80.9	35.3	23.9	422.5	6.0	959.8	963.0	743.9
Housing	22.8	18.2	64.8	..	92.1	103.3	52.7	38.6	15.3	19.5	38.3	12.7	4.5	118.6	10.0	193.8	194.5	150.1
Electricity	17.8	3.5	48.7	92.1	..	78.8	44.9	20.7	16.2	13.0	26.7	9.9	*	60.9	7.0	100.9	102.1	66.1
Telephone	29.1	35.2	133.0	103.3	78.8	..	234.9	52.8	62.3	63.1	157.7	42.8	11.9	315.0	10.2	425.4	428.9	339.3
Transport	38.2	24.5	150.3	52.7	44.9	234.9	..	43.5	56.7	51.6	165.1	33.3	10.0	253.4	8.7	409.0	415.0	306.3
Medical	17.8	45.0	62.9	38.6	20.7	52.8	43.5	..	23.2	22.3	37.4	15.4	5.4	133.4	9.1	177.2	176.9	153.4
Union dues	13.0	11.4	39.7	15.3	16.2	62.3	56.7	23.2	..	31.0	48.4	12.8	4.5	71.6	4.1	117.1	116.2	89.7
Club fees	9.5	20.3	36.3	19.5	13.0	63.1	51.6	22.3	31.0	..	52.7	11.3	4.1	65.0	3.2	85.8	86.1	68.0
Entertainment allowance	24.5	30.6	80.9	38.3	26.7	157.7	165.1	37.4	48.4	52.7	..	28.9	5.6	171.8	5.4	242.6	245.8	190.3
Shares	7.2	12.1	35.3	12.7	9.9	42.8	33.3	15.4	12.8	11.3	28.9	..	*	62.3	*	74.5	75.6	62.1
Study leave	4.2	5.3	23.9	4.5	*	11.9	10.0	5.4	4.5	4.1	5.6	*	..	56.3	*	89.1	89.0	79.1
Superannuation	140.8	122.3	422.5	118.6	60.9	315.0	253.4	133.4	71.6	65.0	171.8	62.3	56.3	..	10.7	2,065.6	2,078.0	1,985.6
Children's education expenses	*	*	6.0	10.0	7.0	10.2	8.7	9.1	4.1	3.2	5.4	*	*	10.7	..	13.2	14.8	9.4
Sick leave	200.7	145.0	959.8	193.8	100.9	425.4	409.0	177.2	117.1	85.8	242.6	74.5	89.1	2,065.6	13.2	..	4,347.0	3,500.7
Annual leave	200.9	146.4	963.0	194.5	102.1	428.9	415.0	176.9	116.2	86.1	245.8	75.6	89.0	2,078.0	14.8	4,347.0	..	3,518.3
Long-service leave(b)	186.7	139.9	743.9	150.1	66.1	339.3	306.3	153.4	89.7	68.0	190.3	62.1	79.1	1,985.6	9.4	3,500.7	3,518.3	..

(a) This table shows the number of persons who received particular pairs of benefits. It may be interpreted by choosing the row relating to a benefit of interest, e.g. housing, then reading across the row to identify the number of persons who received other particular benefits as well as e.g. the housing benefit. The table can be read equally well down a column. Because some persons received more than one pair of benefits row and column totals are not shown in this table. (b) Excludes persons who 'did not know' whether they were provided with long-service leave.